

LANGARA COUNCIL
Minutes of a Meeting
held on February 15, 2022
via Zoom meeting at 9:30 a.m.

Participants:

Pauline Greaves Aylward
Elizabeth Barbeau (regrets)
Darren Bernaerdt (regrets)
Jim Bowers
Steven Brouse
Alena Buis
David Cresswell
Sandra Enns (regrets)
Nora Franzova

Marianne Gianacopoulos
Margaret Heldman
Kerri Janota
Susan Kelsall
Conor Kerr
Gerda Krause
Gurbax Leelh
Julie Longo*
Tess MacMillan

Robin Macqueen
Jane Mason
Wanda Pierson
Terri Rear
Debbie Schachter (regrets)
Ann Syme
Yusuf Varachia, Chair
Pablo Vargas (regrets)

* non-voting

Guests:

Patricia Aroca-Ouellette, Incoming Division Chair, Applied Sciences
Michael Koke, Director, Financial Services & Interim CFO

Recorder:

Alice Hsu, Executive Assistant to the President

Prior to the start of the meeting, Y. Varachia introduced guests P. Aroca-Ouellette and M. Koke.

1. APPROVAL OF AGENDA/CONSENT AGENDA

- a) Draft Minutes of the Meeting held on January 25, 2022
- b) Strategic Transformation Office (STO) Update
- c) IT Update
- d) Summary Report of the January 18, 2022 Education Council Meeting
- e) President's Report

It was moved by R. Macqueen, seconded by G. Krause:

THAT, the Langara Council approve the agenda/consent agenda and acknowledge receipt of the consent agenda materials for information.

Carried Unanimously.

2. FOR ACTION

a) New Policy C3005 – Payment of Honorariums

M. Koke referred to the Policy C3005 – Payment of Honorariums document attached to the agenda and advised that the draft policy have been presented to the Langara Leadership Team (LLT) in October 2021. Since then, some minor changes have been made, a procedures

flowchart has been removed, and a FAQs document has been created to address the feedback received from LLT.

M. Koke noted that there has been some discussions around specific Indigenous requirements or considerations. After consulting with C. Kerr and reviewing a document used at the University of Alberta, he decided to work on creating a separate document that can be referenced for all of the College's payments.

M. Koke also noted that there were some concerns around Equity, Diversity and Inclusion (EDI) and how we collect Social Insurance Number for research participants. He advised that, in the case an individual is unable or unwilling to provide the College with their social insurance number, it would not prevent the College from paying them. The College would just make a note of the fact that the request was made and that the social insurance number was not provided.

Discussions ensued and M. Koke took down some suggestions for the FAQs document and answered members' questions around services performed outside of Canada.

It was moved by D. Cresswell, seconded by A. Syme:

THAT, the new Policy C3005 – Payment of Honorariums be recommended to the President for approval.

Carried Unanimously.

b) Repeal of VCC Policy 1.1.0.13 – Cancellation of Classes – College Wide or by Instructional Division

J. Mason advised that, for the past three years, the College has been going through our policies to ensure all policies be reviewed, revised, and up to date at least every three years as per the directives given by our Board of Governors. In doing so, we discovered many VCC policies that require the College to decide if they can just be repealed, have been replaced or covered by other Langara policies, or if a new policy needs to be written. In reviewing the VCC Policy 1.1.0.13 – Cancellation of Classes - College Wide or by Instructional Division attached to the agenda, it is determined that this policy has basically been replaced over the years with procedures within our Facilities department and the Weather Emergency Communications Plan that has been established for many years and updated recently in January 2022. As a result, it is recommended that this policy be repealed.

It was moved by R. Macqueen, seconded by D. Cresswell:

THAT, VCC Policy 1.1.0.13 – Cancellation of Classes – College Wide or by Instructional Division be recommended to the President for repeal.

Carried Unanimously.

c) Repeal of Policy E1002 – First Nations' Employment Equity

J. Mason advised that E1002 – First Nations' Employment Equity is another policy that was originated from the VCC days and is an example of a policy that Langara does not have a sufficient plan or policy or any program in place to replace this.

As a result, the College has been working on an Employment Equity Statement, which is fairly common in post-secondary institutions. Similar to the Statement of Principles on Academic Freedom and Freedom of Expression, it is a statement of intention and action for the College, and the College conducted an Employment Equity Statement Development Survey between November 17 and December 1, 2021. Summaries of the results from the survey will be shared soon with the College community and an Advisory Committee on Employment Equity will be created to review a draft prepared based on the information collected from our College community in terms of employment equity and help with action planning. The plan is to have around eight people from diverse and equity-seeking groups for the Advisory Committee. It will be a working committee and will be kept in the future to look through and monitor how the College is doing with employment equity. The work is ongoing and into the future and this is one of our responses to replace Policy E1002.

J. Mason added that she has talked to many people about Policy E1002 and most people were unaware of this policy. To her best knowledge, Policy E1002 has never been used or followed in the past.

Discussions ensued and J. Mason addressed members' concerns around replacing Policy E1002 with just an equity statement that would serve a different purpose, has a different emphasis, and is more general opposed to focusing on the Indigenous population; explained the rationale to develop a statement versus a policy as step one; answered a question about the outcomes from Policy E1002; clarified that the Employment Equity Statement is very different from an EDI Statement and it talks in general about bringing in individuals into the College from equity-seeking groups and Indigenous individuals are part of that; and advised that the College is waiting for the Human Rights Commission's approval for postings to actually say that we are only accepting Indigenous individuals into certain jobs as there are very strict rules around this.

C. Kerr commented that Indigenous Peoples do not see themselves represented within an EDI statement. It needs to be targeted directly towards Indigenous Peoples and the College needs to review the hiring process, how we conduct the interviews, how we evaluate resumes, how we are putting forward support and different ways of evaluating Indigenous knowledge, etc. to be successful in getting Indigenous applicants.

It was moved by M. Gianacopoulos, seconded by N. Franzova:

THAT, Policy E1002 – First Nations' Employment Equity be recommended to the President for repeal.

Carried.
Abstained – 1
Against – 1

3. FOR INFORMATION

a) Budget Update

M. Koke provided an update on the fiscal 2021/22 and 2022/23 budget. He advised that Finance is working on updating the projections for the 21/22 year-end and is expecting to be close to breakeven with a small surplus around \$1.5M to \$2M. For the FY22/23 budget, Finance is in the process of compiling the draft two submissions from all cost centres, and the consolidation work is expected to be done in the next few days. In the meanwhile, Finance

has done an extensive analysis on prior fiscal years' surpluses and will try to apply the learnings to the 22/23 budget and the budget building moving forward.

In response to a question about the Budget Addition Requests (BARs), M. Koke advised that the Senior Leadership Team will be meeting soon to review the BARs and the draft budget will be presented to the Audit and Finance Committee and the College Board in March. Once the budget received the Board's approval, Finance will be able to advise what has been approved or not.

OTHER

Y. Varachia noted that C. Kerr was attending the Council meeting the last time before he leaves the College and thanked C. Kerr for all the work he has done for the College.

There being no further business, the meeting was adjourned at 10:13 am.